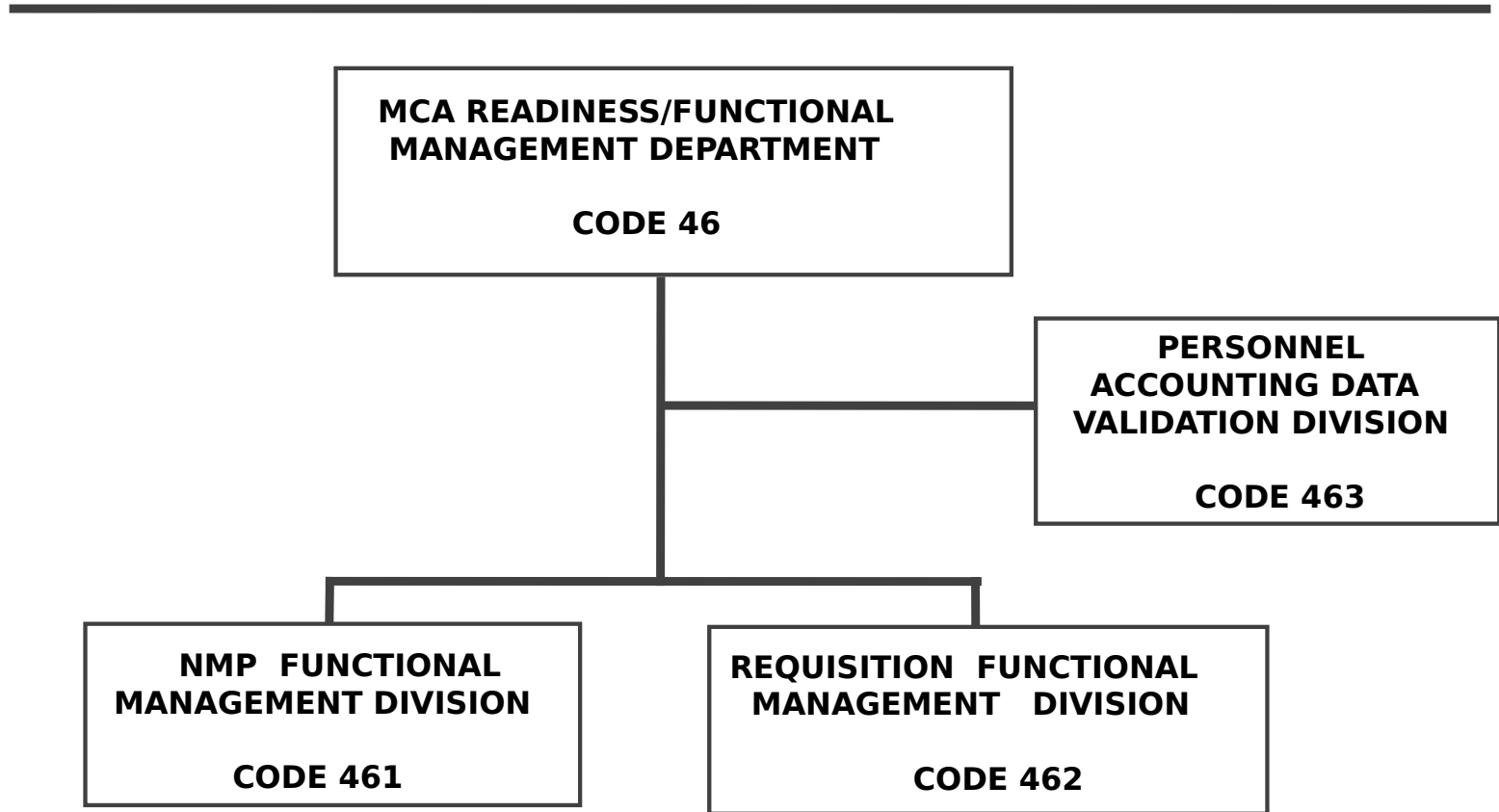


MCA READINESS/FUNCTIONAL MANAGEMENT DEPARTMENT



CODE 46



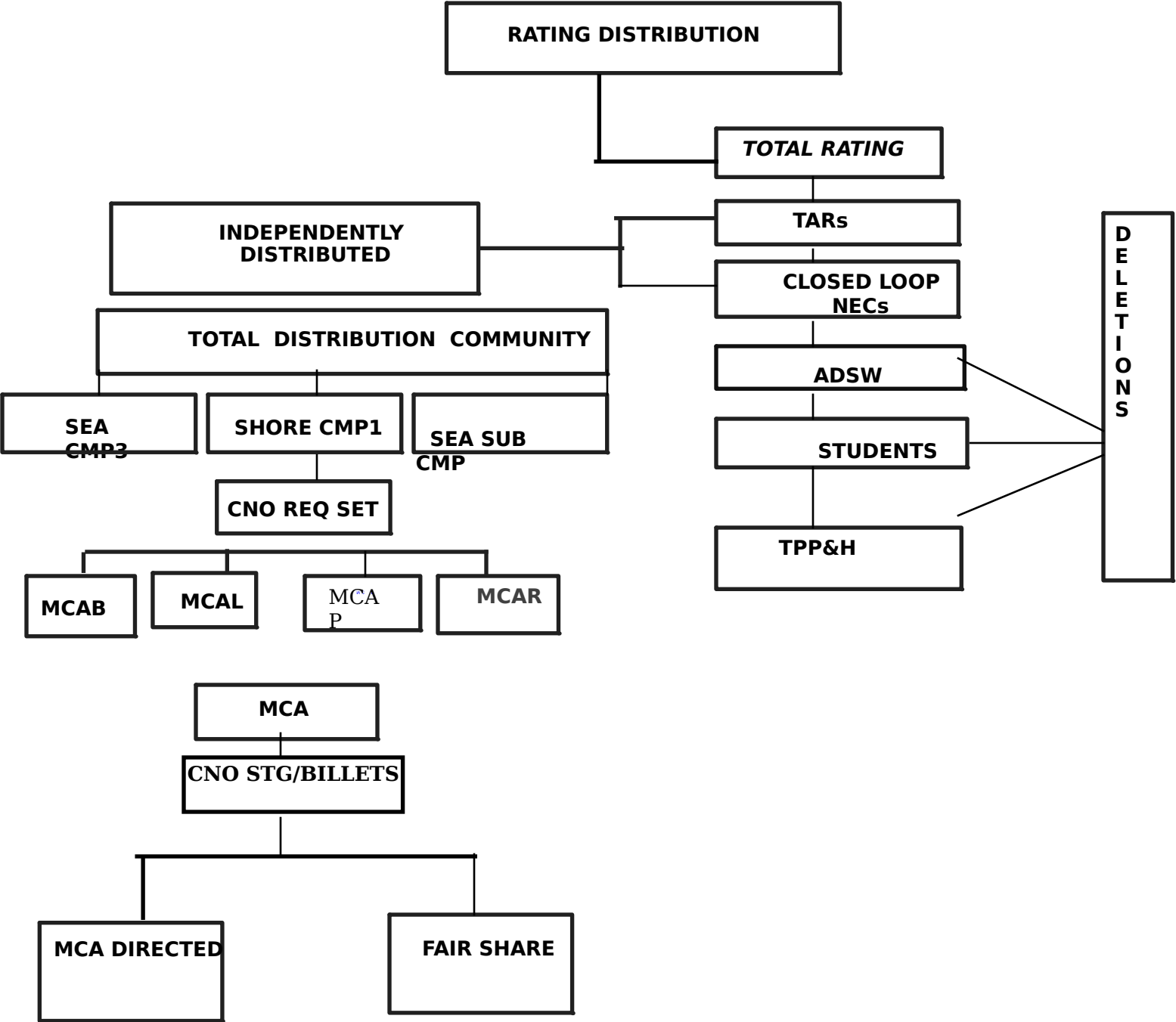
NAVY MANNING PLAN (NMP) FUNCTION



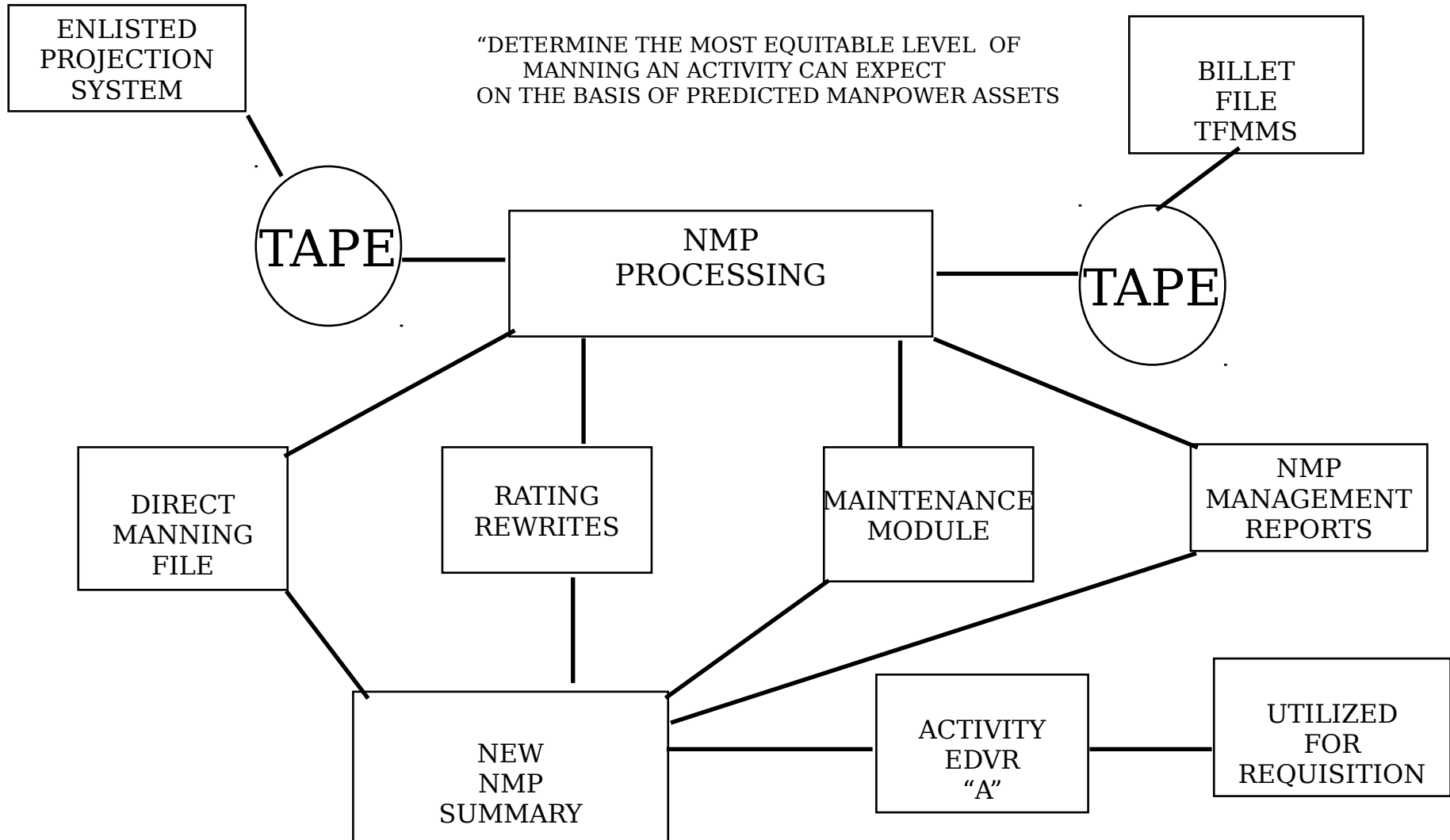
Determines the most equitable level of manning an activity expect on the basis of predicted manpower assets. Provides managers with capabilities in establishing manning goals within their respective manning control and composite.

ENLISTED DISTRIBUTION SYSTEM

CONTROL	AUTHORITY	FUNCTION	SUPPORT SYSTEM
ALLOCATION	BUPERS EPMAC \$N/FN/AN)(CODE 46)	Apportions Projected Inventory to Achieve Fleet Balance	Enlisted Distribution Projection System (EDPROJ)
MANNING	CINCPACFLT CINCLANTFLT BUPERS CNRF	Establishment of Manning(NMP) Levels and Requisition Priorities	Navy Manning Plan Enlisted Personnel Requisitions
ASSIGNMENT	BUPERS EPMAC 47 \$N/FN/AN) NRPC (TARS)	Selection and Detail	Enlisted Personnel Requisitions Enlisted Master Record (EMR)



NAVY MANNING PLAN (NMP)



COMPOSITE BREAKDOWN

**COMPOSITE 1 Shore, Surface, Air Sea/Shore
Codes 1,6,5**

**COMPOSITE 3 Sea, Surface, Air Sea/Shore
Codes 2,3,4,8**

COMPOSITE 4 Sea Submarine

**The projection, NMP and requisitions (REQs) are divided
by composites.**

Each composite is divided by Manning Control Authority (MCA) having activities in that composite.

Example - YN rating

CMP1				CMP3				CMP4	
MCA	MCA	MCA	MCA	MCA	MCA	MCA	MCA	MCA	MCA
B	L	P	R	B	L	P	R	L	P

10 categories of one rating and 10 different NMPs and REQS, U
8 categories of one rating and 8 different NMPs and REQS, TAF

MANNING CATEGORIES

Directed Manning as specified by
CNO/MCA

Normal Manning

“Fair Share” of remaining assets

Activity Control Rule (ACR) Applied to activity as overall
manning plan

Rate Control rule (RCR) Applied to specific ratings whose
manning plan is

exception to ACR

FIRST POSITION

1. Directed manning to a specified level*
2. Directed manning to 100% by paygrade (paygrade subs possible)

9. Fair share Manning

* Applied as RCR only

SECOND POSITION

0 CNO PRIORITY 0

1 CNO PRIORITY 1

2 CNO PRIORITY 2

NMP monitored to correct deviations between plan and apportioned in

.

No provisions in NMP for automatic recomputation. MCA directed rework (exceptions-new activities or BA changes)

Flags deviations at various levels.

**result in mismatch between NMP and manning strength.
Changes or inaccuracies in Billets Authorized or projected distributable**

PLAN STABILITY

All changes become effective nine months after conc causing change is implemented.

Provides detailer time to respond to plan increases & attrition to meet decreased plans.

CHANGES THAT CAN AFFECT NMP

Billets Authorized-weekly BA change tape and mont roll-down.

Rating rewrite based on changes to Projected Navy Distributable Assests (EDPROJ).



Enlisted Personnel Requisition System

Enlisted Personnel Requisition System (EPRES)

To communicate to the Assignment Control Authority personnel requirements of each Manning Control Authority (MCA) and the priority in which these needs are to be satisfied.

These requirements are prioritized by Composite, Rating (ET), and Paygrade (E9, E6) and are displayed in paygrade order. Except, medical, dental and diver NEC's.

Enlisted Personnel Requisition System “DESIGN”

The system has four modules:

- Balancing Module - Determines Shortage
- Priority Module - Determines Priority Based C
Tables
- NEC Module - NEC Shortage
- Monitor Module - Action Taken

Enlisted Personnel Requisition System

MAJOR INTERFACES

- NAVY ACTIVITY STATUS FILE (NAVACTSTAT)
- NAVY MANNING PLAN MASTER FILE (NMPE)
- FLEET STRENGTH SUMMARY FILE (FSSF)

BALANCING MODULE

FUNCTION

Measures personnel shortages, which we call requisitions, computes month personnel are needed on board to satisfy shortages (by rating and paygrade). Personnel excesses are also identified during this procedure.

Enlisted Personnel Requisition System

- EACH ACTIVITY'S PERSONNEL NEEDS FOR A NINE MONTH PERIOD IS DETERMINED BY:
 - COMPARISON OF PROJECTED ON BOARD (POB) ASSETS TO NAVY MANNING PLAN (NMP) AND FROM NMP TO BA FOR EACH DISTRIBUTION COMMUNITY
- EACH ACTIVITY REQUISITION IS DEFINED BY:
 - RATING/NEC
 - PAY GRADE
 - TAKE UP DATE
 - NEED TO NMP OR BA
- ACTIVITY'S RATING SKILL NEEDS DEFINED BY NEC:
 - BA9 FOR THE NEC
 - P0B9 FOR THE NEC
 - PERCENT OF P0B9/BA9
 - THE NEC WITH THE GREATEST NEED IS ASSIGNED TO REQUISITION

BALANCING MODULE

Balancing Sequence

1. Pay Grade to Pay Grade

2. S J A Balance

S (Supervisor)

J (Journeyman)

A (Apprentice)

E-7 to E-6

S/J

J/S

J/A

A/J

3. Ripple Balance

Plus or minus two paygrade balance through
plus or minus
six paygrades. This balancing sequence results
in paygrade (P) requisition and paygrade (P)

Enlisted Personnel Requisition System

BALANCING MODULE

- POB BALANCED AGAINST:
 - FIRST NMP
 - THEN NMP TO BA

- PAY GRADE EXCESS BALANCED AGAINST NEAREST PAY GRADE SHORTAGE, BALANCE IS DOWN FIRST THEN UP

- “N”, “P” & “A” REQUISITION ARE CATEGORIZED AS:
 - “N” (NMP) REQUISITIONS
 - “P” (PAY GRADE) REQUISITIONS
 - “A” (ALLOWANCE) REQUISITIONS

BALANCING MODULE

Personnel paygrade balances against the current paygrade and then the nearest unfilled paygrade requirements. Balance is down first then up except at the supervisor level where an E-8 balances up to the E-9 and E-7 balance E-8 first, and then down.

Enlisted Personnel Requisition System

TAKE-UP MONTH DETERMINATION

REQN TAKE-UP MONTH IS BASED ON
WHEN
THE FIRST MONTH NEED BECOMES
CONTINUOUS THROUGH THE
PROJECTED
NINE MONTH

SUMMARY

- 1. Assets at POB9 are balanced against P-9 requirements.**
- 2. Results: requisitions (shortages) and/or excess have now been identified.**
- 3. Take-up month for requisitions has been determined.**

The next step is to prioritize the requisitions.

Enlisted Personnel Requisition

PRIORITY ~~MODULE~~ ^{System} FUNCTIONS

COMPUTE MCA PRIORITY

ARRANGE REQN IN PRIORITY SEQUENCE BA
ON PRIORITY VALUES

PROVIDE CAPABILITY TO RESPOND RAPIDLY
MCA DIRECTED PRIORITY CHANGES

Enlisted Personnel Requisition System

MCA PRIORITY PLAN

- EACH MCA'S PRIORITY PLAN IS BASED ON HIS DIRECTED PRIORITY VALUES.
- THE CAPABILITY TO UTILIZE SPECIFIC PRIORITY FACTORS IS STANDARDIZED
- MCA's DETERMINE THE VALUE OF PRIORITY FACTORS FOR ACTIVITIES UNDER THEIR CONTROL

PRIORITY MODULE

GROUPINGS

Requisition priority is separated into two groupings:

Major Priority (MP) Establishes broad priority groupings for the requisition.

Sum of Factors (SF) Establishes the priority sequence within the major priority by using numerical values.

Major Priorities and Sum of Factors are computed automatically based on Value Tables.

Enlisted Personnel Requisition System

REQUISITION PRIORITIES

- ALL REQUISITIONS ARE ARRANGED IN A PRIORITY ORDER INDICATING MCA'S DESIRED SEQUENCE OF PERSONNEL ASSIGNMENTS
- MCA CAN BASE PRIORITIES ON :
 - CNO PRIORITY
 - ACTIVITY MANNING PERCENTAGES
 - TAKE-UP DATE OF THE REQN
 - DEPLOYMENT DATE
 - ACTIVITY MISSION CODE
 - DUTY TYPE

WHAT DETERMINES MAJOR PRIORITY

MCAP

REQN TAKE-UP MONTH

REQNs with take-up month of current through P-5 have highest MP. For each TUM (Separates) month greater than P-5 the MP is reduced with P-9 having the lowest MP.

MCAL

CNO PRI

REQN TAKE-UP MONTH

EMPLOYMENT

MONTH DIFFERENCE

CNO PRI 1&2 activities will be at the top of the requisition. These requisitions are further defined by the TUM (current through P-5 highest), employment, and employment month.

WHAT DETERMINES MAJOR PRIORITY

MCAB
CNO PRI RQN
TU MONTH

MCAR
CNO PRI RQN
TU MONTH

CNO Priority is the driving force with Take-Up Month further refining the major priority, CNO PRI 1 activity with TUM of P9 will come ahead of CNO PRI 2 with current TUM.

WHAT DETERMINES SUM OF FACTOR

MCAP
% MANNING
TU DATE
MISSION CODE
EMPLOYMENT
SEA SHORE
DEPLOYER
CNO PRI

MCAL
% MANNING
TU DATE
MISSION CODE
EMPLOYMENT

NOTE: % of manning is normally the largest # of points for MCA's.

MCAP provides up to 975 points for a deployer while MCA provides for their deployers thru Major Priority.

WHAT DETERMINES SUM OF FACTORS

MCAB

% MANNING

TU DATE

MISSION CODE

MCAR

% MANNING

TU DATE

MISSION CO

NEC MODULE

"FUNCTION"

Determine NEC shortages and display these shortages on the rating requisition.

This is accomplished by determining P-9 BA NEC requirements and balancing P-9 on board personnel DNEC'd against these requirements within the distribution community.

ENLISTED PERSONNEL REQUISITION SYSTEM

NEC MODULE HISTORY

The NEC Module has undergone continuous change

The original NEC Module didn't display NEC deficiencies the same listing as the reqn.

The first R-Line was created displaying NEC hard and soft requirements by SJA which proved to be unsatisfactory for numerous reasons.

The R-line was removed and each rating was annotated with a NEC requirement. The detailer didn't see all the NEC vacancies and dual NECs resulted in excess training and many difficult to fill Reqs.

ENLISTED PERSONNEL REQUISITION SYSTEM

NEC MODULE FUNCTION

The NEC requirements appearing on the Requisition under a rating REQN are a single NEC requirement and is the NEC with the Lowest % manned of Pers D

Balancing is pay grade to pay grade within the pay grade in the NEC manual following exceptions:

- Supervisor E-7 and above balances within supervisor
- Journeymen and below balances within E6 - E3

NAVMAC generates Dual NEC requirements because:

There are insufficient rating requirements to assign only one NEC to each BA

Enlisted Personnel Requisition System

NEC Module Function

- Determine NEC within Rating requirement.
- Determine the quality and quantity of NEC's required to bring each unit to BA.
 - Compares POB9 to P9 for each NEC.
- Determine the number of Personnel on board who hold a NEC but are not being counted against BA (not DNEC'd)
- Attach a NEC requirement to rating requisition that has the greatest need

ENLISTED PERSONNEL REQUISITION SYSTEM

NEC MODULE R-LINE

- Because a sufficient amount of rating requisitions all NEC shortages may not be filled on a REQN

- The first on the R-Line is the:

- Rating record count by SJA

- EXAMPLE R000300

- 3 E5-E6 REQN

- The second group of field on R-Line are use to identify all NECs in inventory under 100%

- NEC P9BA P0B9 # of REQNS % Manned

- Example 1416 04/0200 50%

- The Percentage reflect NECs on board at P9

LOOMIS REQUISITION

Activities within CMP3 in LANTFLT or PACFLT that falls below C-2 will receive the LOOMIS BOOST when the requisition take-up-month becomes P-5.

For MCAL

The Major Priority (MP) value of AG will be assigned when the TUM becomes P-5 for Non-Deployer.

If the unit is a Deployer or permanently deployed, additional Sum-of-Factors points will be added.

For MCAP

The LOOMIS Boost increase in SF points.

X001 FILE IS UPDATED DAILY

H001 FILE IS GENERATED EACH REQUISITION CYCLE AND PERSONNEL DATA IS UPDATED DAILY.

THE X001 FILE INDICATES PERSONNEL ON BOARD AND THE NUMBER OF "N" "P" AND "A" REQUISITIONS THAT SHOULD BE CREATED ON THE NEXT UPDATE.

THE X001 FILE AND THE REQUISITION FILE IS NOT ALWAYS THE SAME BECAUSE OF THE REQUISITION GENERATION.

XOO1,MCAP,UIC21297,RCN3700.

FCD-00077 RDT-00080 ILC-2579 PAGE- 1												
ACT-CVN 72 LINCOLN UIC-21297 ARC-EV RCN-3700 ATC-MEV SSC-2 RCR-900												
ENTATC-MEV												
CUR CUR P-9 P-9 STA1=D0008 STA2=R0102 STA3=***** N												
P A												
RABBR	BA	NMP	BA	NMP	COB	POB1	POB2	POB3	POB4	POB5	M+1	POB9 RQN
RQN RQN												
NEC	030	030	120	120	030	040	050	060	070	080	120	120
MMCM	1	1	1	1	1	1	1	1	1		1	
1-												
MMCS	2	3	2	2	2	2	2	2	2	1	1	1
1-												
MMC	9	7	9	9	7	7	7	7	7	7	9	6
1-	1-											
E7-9TOT	12	11	12	12	10	10	10	10	10	8	12	7
3-	1-											
MM1	20	24	20	19	25	24	24	22	22	21	23	21
MM2	24	27	24	23	22	23	22	23	23	25	25	24
E5-6TOT	44	51	44	42	47	47	46	45	46	46	48	45
E5-9TOT	56	62	56	54	57	57	56	55	56	54	60	52

H001,MCAP,UIC21297,RCN3700.

ACT-CVN72 LINCOLN FCD 00064 RDT 00080 ILC 2579 PAG

MCA-P UIC-21297 SSC-2 ATC-MEV HPC-V MIS

EFF DATE- RQN DATE-0304 PSSC- PATC- PHPC-

STAT-1= D080 STAT-2= RO21 STAT-3=

CNO TYP RABBR

TUP ORG

RQN PRI	RQN NEC	FAC	CAP	DTE TUP	AUTO REMARK					LI	MP	FO
---------	---------	-----	-----	---------	-------------	--	--	--	--	----	----	----

0024	0	N	MMCM	*	080	US CITIZEN REQUIRED	10
------	---	---	------	---	-----	---------------------	----

YY

R03003

0050	0	N	MMCS	*	080	US CITIZEN REQUIRED	10
------	---	---	------	---	-----	---------------------	----

YY

R03003

0090	0	N	MMC	*	110	US CITIZEN REQUIRED	60
------	---	---	-----	---	-----	---------------------	----

YY

NEC REQ 4502/0000

0150	0	A	MMC	*	120	US CITIZEN REQUIRED	90
------	---	---	-----	---	-----	---------------------	----

YY

0160	0	A	MMC	*	120	US CITIZEN REQUIRED	90
------	---	---	-----	---	-----	---------------------	----

YY

R030003

0530 * 0 N MM3 * 110 60

YY

NEC REQ 0000/0000 DNEC 4283/0000 MM2 SSN 0101 PG

0540	0	N	MM3	*	110	US CITIZEN REQUIRED	60
------	---	---	-----	---	-----	---------------------	----

YY

NEC REQ 4283/0000

X001,MCAL,UIC21412,RCN4200

FCD-00082 RDT-00083 ILC-0752

PAGE 1

ACT-CVN 73 GEO WASH UIC-21412 ARC-EV RCN-4200 ATC-FCN SSC-2 RCR-900
ENTATC-FN

CUR CUR P-9 P-9 STA1=D0006 STA2=R0012 STA3=*****												
N	P	A										
RABER	BA	NMP	BA	NMP	COB	POB1	POB2	POB3	POB4	POB5	M+1	POB9
RQN	RQN	RQN										
NEC	030	030	120	120	030	040	050	060	070	080	120	120

ICCS					1	1	1	1	1	1	
ICC	2	2	2	2	1	1	1	1	1	1	2
1 1-											
E-79TOT	2	2	2	2	2	2	2	2	2	2	2
1 1-											

IC1	8	5	7	6	3	3	3	3	3	3	7
3 3-			1-								
IC2	14	9	13	13	5	5	5	6	5	6	13
7 2- 4-											
E5-6TOT	22	14	20	19	8	8	8	9	8	9	20
10 5- 4-			1								
E5-9TOT	24	16	22	21	10	10	10	11	10	11	22
11 6- 4-			1								
IC3	25	23	23	22	23	22	21	20	20	19	24

H001,MCAL,UIC21412,RCN4200.

ACT- CVN 73 GEO WASH
ILC PAGE
MCA - L UIC 21412
HPC-I MIS-
EFF DATE-
PHPC-

FCD RDT
SSC- 2 ATC-FNO
RQN DATE- 0304 PSSC- PATC-

STAT-1=					D060 STAT-2= R120 STA-3=				
CNO TYP RABBR					TUP ORG				
RQN	PRI	RQN	NEC	FAC	CAP DTE	TUP	AUTO	REMARKS	
LI	MP	FO							
SF									
0310	0	N	IC3		*	080		U S CITIZEN	
REQUIRED		FL	YY						
0207									
0700	0	N	IC3		*	110		U S CITIZEN	
REQUIRED		ME	YY						
0103									
R010307		4709	02/00/00		00	9527	01/00/01	00	
0450	*	0	N	ICFN	*	100			
IL	YY								

0172
NEC REQ 0000/0000 DNEC 4745/000 ICFN SSN 380041803
CUCASCRATE

Enlisted Personnel Requisition System

NEC MODULE OVERRIDE CAPABILITY

Erroneous Activity NEC BA can result in:

- Erroneous requisitions
 - When BA is zeroed in error no reqn produces
 - Impacts on Unit readiness

IR10 BA Override File:

- EPMAC CODE 46 can override erroneous
BA from
NAVMAC

Enlisted Personnel Requisition System

MISCELLANEOUS CAPABILITIES

- ENABLES MISSION IDENTIFICATION AT ACTIVITY LEVEL
- ENABLES IDENTIFICATION PROSPECTIVE HOMEPORT AND SSC C
- ENABLES IDENTIFICATION OF THREE EMPLOYMENT STATUS
CODES AND OCCURRING DATES
- ENABLES REMARKS TO BE DISPLAYED AUTOMATICALLY ON:
 - ALL REQN FOR AN ACTIVITY
 - ALL REQN FOR A RATING IN AN ACTIVITY
 - ALL REQN FOR A PAY GRADE WITHIN AN ACTIVITY RATING S
REQN
- ENABLES ADDITION OF REQN WHEN NONE GENERATED BY SYST